

# Three Ways to Find a Company that Values Diversity



These days, diversity and inclusion are more than buzzwords; it is a crucial part of the hiring process and the company's culture. Many companies say they support diversity and inclusion, but can you identify if a company truly cares about it? Yes! While EG doesn't claim to have a perfect solution, we're currently working on this along with many other companies; we're sharing what we've learned to find a company that values diversity.



## • Do Your Research on the Company

Doing your research online is a great way to start checking how a company values diversity. Start by visiting the company's website. If they don't use stock photography, what do you see in the photos? Are the people of many different backgrounds? Also, read through the site's "About Us" or "Company Culture" sections as well. Be on the hunt for any data on diversity or hiring practices.

You can also research the company on third party websites that post anonymous reviews from current and past employees like GlassDoor. Take the time to carefully research companies to learn as much as you can about the organization.

Finally, you can also do your research on the company by checking their job postings. Read them carefully for more than just the information relating to the position. Is the language gendered or gender-neutral? Does it use language or jargon that wouldn't be easily understood by any qualified applicant? Does the company include an EEO statement in its job posting? If the posting feels skewed or does not include an EEO statement, it may not have diversity as a top priority in their hiring process.



# Three Ways to Find a Company that Values Diversity



## • Check the Diversity of Current Employees

Check the diversity of current employees by researching who's on the leadership team at a company. You should be able to find this information on the company's website, but you can also search for it online, including on LinkedIn.

It's important to note; not all diversity is visible to the eye. If it looks like a company lacks diversity from what your research has shown you, it doesn't mean it isn't working to change that. There may be strategy and a priority to build more diverse teams as part of the hiring process that just hasn't reached the public eye yet. Doing the research will give you an idea of what diversity in a company looks like, but it won't give you the whole picture.

## • Ask Questions During an Interview

Every interview will give you the opportunity to ask questions; this is where you'll be able to gain insight into how the company values diversity. Here are some questions you can ask:

- Can you share some examples of how your company promotes diversity and inclusion?
- How is diversity shown to be an important value at this company?
- What steps has the company taken to increase diversity?
- Does the company offer managers training on diversity, equity, and inclusion?
- What does the company do to help ensure diversity and inclusion in the hiring process?

Asking questions during an interview on how the company values diversity will give you more knowledge than just your previous research. It should help fill in any gaps you have after checking the company's website, as well as reading their job descriptions and reviews.

Diversity is an essential part of any company. Companies need diversity to bring new ideas, thought processes, and perspectives to the business's overall goals. Building a strategy to value and promote diversity in the hiring process is crucial in finding top talent moving forward.

### About EG Workforce Solutions

We've been in this business for decades and have developed a deep network of professional connections. Whether they're companies looking for talent, job seekers looking for work, or an up-and-coming store in need of some temporary help, we know the right people to bridge the gap between the hiring and the hired.

But what's more, we get to know people. From employers hiring to candidates looking, we take the time to listen and learn. We hear your likes, talents, and needs. We gain an understanding, and with it, we're able to facilitate lasting relationships between businesses and people.



Workforce Solutions

HELPING PEOPLE SUCCEED.

egnow.com

©2020 EG Workforce Solutions  
Confidential and Proprietary  
Not for Distribution Beyond Intended Audience